

CAW  TCA  
LOCAL 112

# AIRCRAFTER



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Bombardier • Brinks • CUSCO • Hewitt • L-3 SPAR • MacDonald Dettwiler • Northstar Aerospace • Toromont • UTIL • Vitafoam • Woodbridge Foam



A time for sharing

*Season's  
Greetings*

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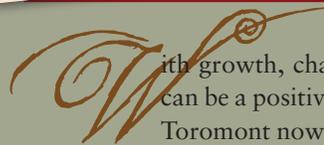


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**POSITIVE CHANGE**

Hugh Lynar, Editor



With growth, challenge and change are inevitable, sometimes it can be a positive thing. We as a local are growing in some areas. Toromont now has two locations and as a result will now have two plant chairs. Cusco and UTIL have both ratified and although not without challenges, they're both enjoying new collective agreements. There have been some changes at plant chairs as well, some in hard fought elections and others felt they'd run their course and have stepped aside. To all those who have served a sincere thank you. To those now manning the helm for the first time, good luck, I know you'll do fine, after all we as a collective picked you, and always remember extremely knowledgeable help is but a phone call away. To those who ran and lost, you are the true strength here. Without you this local simply cannot work. We will always need those who are willing to raise their hand, time and again, and say "I will".

In the realm of change I'd like to remind our steady stream of newly minted retirees to enjoy this new chapter in their lives, go out, be busy, and sleep in for me a little bit can you? I'd also like to offer you all something of a benediction if I may be so bold. 'Live as long as you want, but may you never want as long as you live.' That said the one thing I have noticed however, is that with all these brothers and sisters no longer darkening our doorways the place seems somewhat emptier without you, it's actually smaller in a way. It's like you took your leave and took most of the character with you. So here's hoping you can drop some of it off during the Retirees plant tour, which is closing fast. Yes that's a hint and it's about as subtle as I get.

Following in the challenge theme I'd like to briefly, if that's possible, address the current sales issues surrounding the Q400. Our traditional markets have slumped, those still carrying on are understandably nervous about new purchases, emerging markets are just that, but you need to know ATR has it's hand in Airbus's pockets. There's very little doubt that they're selling them at a loss, and this is only something you can do for so long. We will see success in the very near future, after all we've been declared finished before and have always risen Phoenix like time and again. We're getting rather good at it.

On the subject of getting good, congratulations go to Al Gale, winner of the photo contest. He was closest with a '70 Ford Cortina and a '69 VW Fastback, with a strike date of '72. They were/are a '71 Ford 2000 LX MKIII Cortina Station Wagon and a '71 VX 1600 TL Fastback. However congrats go to all our contest entrants, we had some interesting suggestions.

As the Christmas season approaches, and it seems the world is once again going mad, I urge you to gather family and friends and tell them how you really feel, and should words escape you, you can always show it in deeds and support. Who knows you may just lift their spirits, and in turn lift your own.

Wishing all of you a very Merry Christmas and a Happy and prosperous New Year. 🍷



# UTIL CANADA WORKERS WIN DIGNITY, FAIRNESS & RESPECT

Roland Kiehne, President



**B**rothers and Sisters, during the course of 2012, our local union faced many difficult challenges and achieved victories in the face of those challenges. One victory that stands out above the rest was the unprecedented, within Local 112, fight we had to achieve a first collective agreement on behalf of workers at UTIL Canada in Vaughan. UTIL Canada workers manufacture brake parts.

At the union's insistence, we opened first contract negotiations with UTIL Canada in February. This Unit was certified with the CAW in November 2011. This bargaining was incredibly tough and was like no other set of negotiations in which I have participated.

The company's main goal was to thwart any attempt by its workers to belong to a union. UTIL Canada did not want to concede unfettered control of the workplace. The company adamantly rejected interference by workers over the power they have to manage the day to day operations as they see fit. They didn't care about dignity, respect and fairness on the shop floor. Power over workers and money was their only motivation.

UTIL members were not blind to the company's anti-union tactics. They had watched as the company successfully frustrated the collective bargaining process at a previous time, which had led to the decertification of another union. The company knew prolonging negotiations would infuriate the workers to the point where they had hoped that the membership would turn on their union.

The membership and leadership were wise to the company's union busting efforts. After twenty-five bargaining sessions spanning over nine months

with little progress being made at the bargaining table, we filed for conciliation and set a strike deadline of November, 14, 2012. This infuriated the company to no end. We had anticipated that the employer would retaliate and they did.

Leading up to the strike vote meeting, the company's main objective was to divide and conquer the membership. They used every trick in the "How to Bust a Union Handbook" to not only scare our members but also to maintain their loyalty to the company.

In what I can only describe as a deplorable act, the company engaged our members in a Town Hall meeting to recite from a threatening lawyer prepared script what would happen if the workers voted YES to backing their bargaining demands with strike action. Threats of losing money and benefits, job loss as a result of layoffs and even plant closure were communicated to our members by management. They did this under the guise that they cared about their employees. They didn't even have the decency or respect to inform the in-plant leadership that they were going to do this.

The company's despicable conduct and interference with the collective bargaining process didn't stop there. In an effort to skew the strike vote, they spared no expense in hiring school buses to transport our members to the meeting and paid them to attend, in the hope they could buy our members vote. Despite UTIL Canada's aggressive tactics, our members voted resoundingly in favour of strike action.

Instead of hiring lawyers to waste time, money and resources fighting our member's right to belong to a union and achieving a first collective agree-

ment, the company should have been at the bargaining table working with the union as opposed to against us.

As we got closer to the November, 14th deadline, the company's tactics intensified. Yellow caution tape was placed outside the workplace for no other reason than to create a negative image for the workers to observe. Redundant tools were loaded into the back of tractor trailers, giving the impression that the company was prepared to move work. Security guards were hired. The company solicited our members to encourage them to cross the picket line and come to work in the event of a labour dispute.

With 48 hours to go before commencing strike action, UTIL Canada was out of tricks. For the first time throughout the entire process, they conceded defeat. They finally understood that our members wanted fairness and respect in the workplace and would fight to achieve it. We weren't going away! At 2:00 pm on November 14th, we reached a tentative agreement. The agreement was overwhelmingly ratified the next day.

I have been around our union for many years, never have I witnessed from any bargaining committee the kind of raw emotion that the leadership displayed after finally achieving a first collective agreement, something that had eluded them since 2004. The workers now have power in the union.

I want to congratulate and thank Unit Chairperson Mathi Sithamparanadarajah and his bargaining committee Ravi Rajendran, Ranjigh Sivalingam and Kannan Sivapragasam for their perseverance and tenacity. I also want to recognize the hard work and know-

*continued on next page*



# PRESIDENT'S REPORT CONTINUED

ledge of our National Representative Dawn Cartwright. Preparing for strike action requires a ton of time and organizing, I want to thank Brother Scott McIlmoyle for his commitment to the process. Finally, to the members at UTIL Canada, without your patience, solidarity and support this collective agreement would not have been possible. Stay strong Brothers and Sisters!

## BARGAINING IN 2012

2012 will go down as the busiest year on record in Local 112 for contract negotiations. We ratified collective agreements at Hewitt Material Handling (Concord) in February, Bombardier Aerospace (Toronto) and Toronto CAT (Concord) in June, CUSCO (Richmond Hill) in September, Toronto CAT (Brampton) in October and Vitafoam Canada (Toronto), UTIL Canada (Vaughan) and L-3 SPAR Aerospace (Mississauga) in November. I want to recognize the Chairperson's and bargaining committee's at each of these Units for their hard work in attaining these agreements and of course the membership for your support. Negotiations are never easy and it's the solidarity of the membership that's most important in the challenge to make progress at the bargaining table, particularly during these tough economic times.

## LARGEST ORDER IN BUSINESS AVIATION HISTORY

Local 112 members at Bombardier Aerospace in Toronto were thrilled at the news on November 27, 2012, that Bombardier won the largest business jet order in its history. VistaJet has signed a deal for up to 142 Global business jets which includes firm orders for 56 Global jets and options for a further 86 Global jets at a value of more than \$7.8 billion if all options are exercised. The value of the firm order is approximately \$3.1 billion. Bombardier indicated that the order

backlog for Global business jets accounts for three years of work. On the heels of this terrific news let's keep the momentum going. I want to encourage a Made in Canada solution to boost DASH 8 Q400 sales. Just imagine the recognition, not to mention the job security of our members, if one or all of the Canadian based airlines Air Canada, Porter Airlines and Westjet placed the largest order of turbo-props in aviation history with Bombardier. Now back to reality.

## AEROSPACE REVIEW

The following is CAW President Ken Lewenza's remarks as it relates to the Report of Aerospace and Space Programs and Policies released in Ottawa on November, 29, 2012.

CAW President Ken Lewenza is lauding the report of the Review of Aerospace and Space Programs and Policies.

Lewenza called the report "encouraging," and said that it raises the profile of a very important sector of the national economy, including in Quebec. Lewenza said the review is an excellent example of pro-active engagement by government to develop industrial policies for key economic sectors.

The report suggests that for the Canadian aerospace sector to thrive, government must play an active role, as is the case in many other countries.

"The Review clearly advises that government must look at proactive policies, measures that will level the playing field with countries that rely heavily on state investment and ownership and ways to invest in building aerospace knowledge through research, development and training," said Lewenza.

"Historically Canada has been one of the leaders in the aerospace industry," said Lewenza. "In recent years, this position has slipped due to a lack of concerted effort by government. Our aerospace sector cannot and should not be taken for granted."

The union welcomed the recommendations to maintain and stabilize program funding for the Strategic Aerospace and Defence Initiative (SADI) and the Canadian Space Agency, and those in favour of programs to support large scale technology demonstration.

Lewenza cautioned that although the Review highlights the need to secure greater benefit to Canada through government procurement of aircraft and aerospace-related equipment and maintenance contracts, it falls short in failing to focus more strongly on binding commitments to spin-off industrial and technical benefits, including jobs.

He also indicated that while the Review rightly highlights the role of trade, and the aggressive outreach undertaken by other nations, it does not go far enough in its recommendation for greater diplomacy. "Diplomacy alone will not ensure Canadian aerospace jobs - we need balanced trade rules or we'll see our global position in the industry diminish."

The CAW will join with other industry stake holders to press the government to implement the contents of the Review and greater support for the industry. The CAW represents approximately 10,000 aerospace workers across the country.

To obtain a copy of the reports, please go to the following link:<http://aerospace-review.ca/eic/site/060.nsf/eng/home>

Finally, as we approach the festive season, I want to encourage our members to help those in our society that need a hand up. Not only will it feel good to give a helping hand but more importantly you will make a real difference to the lives of the individuals and families you support.

On behalf of the Executive Board, I want to wish all Local 112 members a healthy, safe and fun-filled holiday season. See you in 2013.

PEACE & SOLIDARITY. ☺



# DEADLINES AND STRIKES!

Scott McIlmoyle, Financial Secretary



Since the last Aircrafter in June all hell has been running amok and at full steam no less.

## Deadlines and strikes

With every set of negotiations that happen in our local we must, and do, have a back-up plan prepared in case of a strike. My many years working out of the deHavilland union office, and working with so many strike committees has given me the knowledge to fully prepare, not only for deHavilland, but all of our units within our local. And as each unit has its own peculiarities, to say the least, as we set things in place based on this model, should a tentative deal not be reached.

## New Unit

I want to tell you about one of our newer units within the local, and offer a warm welcome to the now unionized members of UTIL and note that their very first contract is now behind them. It must be noted that management at UTIL did everything in their power to discourage, scare and brainwash the members against signing their union cards, however the strength of the majority came through.

During the negotiating process the company held 'town hall' type meetings with all the employees. The message from them was, among other things, that you'll get no pay if you're on strike, no benefits, and the usual "We might lose work contracts" hence the layoff lines, the usual rhetoric that's always beaten as a war drum to generate scare tactics.

At one such meeting, that got a little rancorous, their H/R department pulled their side out of the meeting,

having wound everyone up, using a lot of the aforementioned tactics. They then pointed to the bargaining unit and said "It's your meeting now".

That didn't pan out very well. Hoping that all the fear would result in a vote, or rather a non-vote, in their favour. When this failed miserably they opted to go for a visual threat. They ran yellow caution tape across the front of the company premises, leaving the impression that they were, if nothing else, preparing for serious problems, if not flat out leaving. So we responded with yellow bandannas stating 'Negotiate, don't procrastinate' and you could see the solidarity beginning to build.

Rolly and I were informed that UTIL management had begun to load a tractor-trailer with jigs and tooling and had opted to send it to Mexico. Of course this was found out to be old and unused tooling. To insure that it was one trailer, I followed it, and several others staged as decoys, to confirm no actual tooling had left the plant.

Yes, it really got that tikky-tacky.

With no protection of a union the company then began to lay off at the plant. Of course this was a total mess, all out of seniority, and basically instituted by a "who we like" approach. This actually helped send a clear message to the workers as to why they both wanted, and indeed needed, a union. With the strike deadline set for Wednesday November 14th at 2PM a tentative deal was reached with mere minutes to spare. This in spite of every cheap, low and cowardly tactic put forth by management.

I want to thank all of those members that stepped up to help be a part of the

UTIL strike committee and the four members of the bargaining committee for all their hard work and dedication.

## Labour Day and the Future

It seems like quite some time ago that 150 local 112 members and families attended the Labour Day Parade in downtown Toronto. This year was the last for the CAW as next years parade will be the first for the new union, as the CAW and the CEP come together across Canada. It will make us over 300,000 strong! So although jackets went extremely fast this year I anticipate next year, featuring the new logo, they will go even faster.

As we close out 2012 I want to personally thank our tireless executive assistant Shan White for all her hard work, passion and dedication, and I would be entirely remiss if I failed to make note of the efforts and energy put forth by our President Rolly Kiehne on behalf of our 3,000 local 112 members. It has been a pleasure to work along side you both, and I'm looking forward to even greater challenges in the coming months.

On behalf of my family I would like to wish everyone a very Merry Christmas and a safe and happy New Year. ☺

## OOOPS!

We goofed! In our last issue, we mis-spelled two names.

The proper spelling of former CAW National Secretary Treasurer is Jim O'Neil. The other correction is Walter Reuther.

We apologize.





# THE PRICE OF FREEDOM

Merv Gray, Bombardier Plant Chair

I would like to take a few moments of your time to share some of my thoughts on a very important date that we should never forget.

## November 11th, Remembrance Day

I sat on my couch in the comfort of my home and watched the events and services from around the world on several different channels on my TV.

What an honour it is to live in this country, in peace.

And what an honour to pay respect to those who have given us this peace, and what an honour to thank every man and woman who served, and continues to serve in our armed forces in this great country.

As the service in Ottawa got under way I had a tear in my eyes and goosebumps on my arms as I watched these brave but humble veterans partake in the Remembrance Day ceremonies

Faces of old and faces of young together united in a worthy cause. One veteran quoted:

“I have never been so afraid in my entire life and will always remember those long days” and with a tear in his eye he summed up what made that generation so special “but I was proud to do so.”

Another remembered losing his best friend on the beaches of Normandy, but still held his head high in defense of the cause.

**That’s what I’m talking about.  
Lest We Forget.**

Every year we lay a wreath at the front of the plant, honouring our brave men and women on behalf of the employ-



ees at deHavilland, and we are joined by our local legion at the event and the veterans always turn up with heads held high.

Damn we are lucky to have our freedom in this great country called Canada. Thank You.

The reason I decided to share my thoughts with you on the above story leads me into my point. It makes me sick to my stomach when I read in the newspaper the following day about then lowlifes who defaced a war

memorial, insulting the very people who gave them their freedom, or the scumbags who stole poppy boxes for beer money and insulted both the veterans and the hard working Canadians in these very difficult times.

Canada is far too good for you, justice will be served, and no cell is dark enough.

In closing, and allowing me to vent, another year is about over and things at the plant continue to be like a roller-coaster with some programs enjoying great success, others, unfortunately, not so much.

We had 50 members retire after our negotiated settlement and I wish nothing but the best for them all as they enter this new phase in their lives.

It’s Christmas, so call a friend and say hello, wish them a very Merry Christmas. Words can go a long way. Give to a charity and help those who are less fortunate, especially at this time of the year, you’ll actually feel better about things, try it and see.

So a Merry Christmas to all of you and a very happy, healthy and joyful New Year. 



# THANKS TO THE MEMBERS

John Turner, Woodbridge Foam Plant Chair

*M*y name is John Turner and I am your newly elected Plant Chairperson at Woodbridge Foam Kipling Plant.

First and foremost I would like to thank all the Members of Woodbridge Foam who supported me, not only in the recent election for plant chair, but since I transferred here from the Tilbury facility in January of this year. Your kindness and support has made me feel at home since the day I started and it has been greatly appreciated.

I feel very honoured that you have chosen me to represent you. I know the challenges we face are many, but with your support and the support of our Local and National union, together we will make a difference.

The plant has experienced extreme growth in the south end molded foam division, now with approximately 160 employees on three shifts and with another 45 in the north end slab division. All expectations are that we are to be very busy well into the New Year. Something very positive in these trying times of economic recovery. <sup>Ⓐ</sup>

## CHRISTMAS 2012: BIRTH OF A NEW TRADITION

Submitted By John Turner

The Holiday season is upon us: spending time with those we love, decorating trees, and *shopping*. I would like to share something with you that I received last Christmas. A little food for thought while doing your gift buying this year.

As the holidays approach, the giant foreign factories are kicking into high gear to provide Canadians with monstrous piles of cheaply produced goods and merchandise at the expense of Canadian labour! Make this year different! This year you can give the gift of genuine concern for other Canadians. You can not use the excuse that, at gift giving time, there is that is produced by Canadian hands because there is, if you but take the time to look and read the label. It's time to think outside the box, people. Who says a gift needs to fit in a

shirt box, wrapped in foreign produced wrapping paper?

Everyone, yes EVERYONE, gets their hair cut. How about gift certificates from your local Canadian hair salon or barber? Gym membership? It's appropriate for all ages. Who wouldn't appreciate getting their car detailed? Small, Canadian owned detail shops and car washes would love to sell you a book of gift certificates. Are you one of those extravagant givers who think nothing of plunking down the big dollars on a foreign made flat-screen? Perhaps that grateful gift receiver would like his driveway sealed, or lawn mowed all summer, or driveway plowed all winter, or a few rounds at the local golf course. There are many owner-run restaurants, all offering gift certificates. And, if your intended isn't the fancy eatery sort, what about a half dozen breakfasts at the local breakfast joint? Remember, folks this isn't about big national chains, this is about supporting your home town Canadians who have put their financial lives on the line to keep their doors open. How many people couldn't use an oil change for their car, truck or motorcycle, done at a shop run by the Canadian working guy?

Thinking about a heartfelt gift for mom? Mom would LOVE the services of a local cleaning lady. My computer could use a tune-up, and I KNOW I can find some young guy who is struggling to get his

repair business up and running. OK, you were looking for something more personal? Local crafts people spin their own wool and knit them into scarves. They make jewelry, and pottery and beautiful wooden boxes. Plan your holiday outings at local, owner operated restaurants and leave your server a nice tip. How about going out to see a play or ballet at your hometown theatre? Musicians need love too, so find a venue showcasing local bands. Honestly, people, do you *really* need to buy another ten thousand foreign lights for the house? When you buy that \$5 string of lights, about 50¢ stays in the community. If you have those kinds of bucks to burn, leave the mailman, trash guy or babysitter a nice BIG tip.

Christmas shouldn't be about draining Canadian pockets so that foreign countries can build another glittering city. Christmas is about caring, caring about Canada, encouraging Canadian small businesses to keep plugging away and to follow their dreams. When we care about other Canadians, we care about our communities, and the benefits come back to us in ways we couldn't imagine. THIS is the new Canadian Christmas tradition. Share this idea, send it to the editor of your local paper, radio station, or TV news departments. This is a revolution of caring about each other, and isn't that what Christmas is about?

Merry Christmas and Happy New Year!!!





# UNCERTAINTY CONTINUES AT MDA

Dennis Borden, MDA Plant Chair

Well here we are again at the end of another year and the uncertainty continues at MDA. The ability for this division to adjust to the loss of revenue associated with the NASA shuttle program has proven to be far more challenging for management than I think even they anticipated. This ongoing turmoil has necessitated more layoffs across the company. With an already small membership the future does seem bleak. Fortunately two of our members have opted to retire and that has helped to secure employment for the younger members.

The light at the end of the tunnel may be a result of the recent acquisition by MDA of a large satellite manufacturer in the US. There is a chance that the technology developed here in Brampton for the Canadian Space Agency in regards to on orbit servicing of satellites may be incorporated in to future designs, but that will not be a quick fix for the problems we face here and now.

We continue to work on several development programs related to the medical industry that although are small compared to the type of work this division is accustomed to, it does provide both revenue and hope. Negotiations are set to begin in late January for us here and I will update everyone in the next issue of the Aircrafter on the outcome.

I want to acknowledge our two members Roman and Tom for their dedicated service to our local, with a combined service of nearly 70 years these two great guys will truly be missed around here. It is both a joyful and sad time when members retire. We wish them the best in future and I will encourage both of them to participate in the many great events that are part of the chapter.

I had the opportunity to spend a beautiful day accompanying a very large group of local 112 retirees on the annual trip to visit the education center in Port Elgin. Graham Davies, Northstar plant chair, and I, volunteered to join the group as

guides, which turned out to be a terrific decision. Not only were we afforded the company of so many interesting people, it turned out to be the warmest day of October and after having lunch and a tour of the site, we spent an hour and a half on the beach with most of the group, many of whom had never been to Port Elgin or had the chance to enjoy the beauty of Lake Huron. This is just one of the many events organized for the retirees and I would encourage all who are able to take part do so.

I promised to keep the membership informed as to the plan for the CANAD-ARM, so the current plan is to install it in the lobby at the Canadian Space Agency in Montreal. I am not in agreement with this decision but it was not my choice.

In closing I want to wish all of the membership of Local 112 the very best for the coming holiday season and the New Year. ⓐ

# REFLECTING BACK ON WHAT HAS PASSED

Dwight Brown, Hewitt Plant Chair



isters and Brothers,  
With 2012 coming to an end and a new year waiting to begin I think it is a perfect time to reflect back on what has passed.

We at Hewitt started the year with contract negotiations. The bargaining was tough but we did reach an agreement that was ratified by the membership.

Throughout the local we have seen many contracts with various units be ratified, all with little or no work stoppage. This shows that not only the leadership of the local but of each unit could show their

employers the resolve of the members of Local112 and allow them to reach the results they achieved. Congratulations to you all.

As the year progressed we experienced many up's and down's in the relations between the company and our members and although the times may have been rough, I believe that much has been learned by all. This should allow for a stronger working relationship moving forward.

Hewitt has continued to actively recruit new technicians and have been successful

in hiring some new faces as well as welcoming back former employees. These talented people will make our company and our membership stronger that helps to keep us at the top of our industry.

With the holiday season right around the corner we will all hopefully get time to spend with loved ones and prepare for the days ahead. As we all celebrate try to remember those less fortunate than ourselves.

Please don't drink and drive.

Merry Christmas and a Happy New Year. ⓐ



# YOUR SUPPORT APPRECIATED

Melrose Cornwall, Toromont-Orenda Plant Chair



This summer ended with 2 collective agreements at both Toromont Concord and Orenda locations. I have participated as the united chairperson on both agreements and I am proud to say we ratified with over 90% voting in favour. I would like to thank both committees for their time and dedication in this trying process.

I am sure that by the time you are reading this our Concord location will have it's own plant chair and I will be assigned as the unit chair for our Orenda location.

I would like to thank all my brothers and sisters in allowing me to serve you over the past 15 years as shop steward, bargaining committee person and of course as your chairperson for the past 3 collective agreements. Over this period of time I have certainly gained the respect of so many of you, but in order for this to take place I first had to respect each and every one of you, as you so rightly deserved.

Many of you have expressed concern that I will no longer be there in an active capacity, or just to lend a friendly ear, so let me assure you that I will always be but a phone call away. And know this, your new plant chair will do just fine!

I have made my fair share of mistakes along this journey, but looking back I believe we have accomplished a great many things together. Our 2006 agreement, in my view, has been our best agreement since Toromont took over the dealership.

I am extremely proud of the 'Fight Back' effort on behalf of so many that resulted positively for at least 2 of our retired members who have had to many injustices handed down by management. Most recently, getting all of our field services technicians back into our union has been a great accomplishment, but I could not have done this alone. My appreciation, and humble thanks, must be offered to our National Representative Mike Reuter, our Local President, Rolly

Kiehne and my mentor Fizul Karim, to all my deepest and sincerest thanks.

On a more somber note this year has witnessed 2 of our brothers pass onto another life. My deepest condolences go out each of their families in what must be a difficult time, especially at this time of year. As both of them worked in the tractor shop, and both passed from cancer, I can't help wondering if there's a link to any workplace exposure. I truly hope not, but I can't help wondering.

I hope that each of us take this holiday time to reflect on this past year and as we look towards the future, let us think of how and what we can do to make a positive difference in someone's life.

Have a very Merry Christmas, and for those celebrating another holiday do enjoy the warmth of the season. <sup>Ⓐ</sup>



## VITAFOAM RATIFIES

Ahamad Nabi, Vitafoam Plant Chair

We opened our negotiations on Oct 26th and they continued onto the 6th of November when we reached our collective agreement. Ratification took place on the 11th of November at the local's union hall on Tangiers Dr. The members voted overwhelmingly in favour of the contract.

This is the first contract in which the language has been improved significantly, including, but not limited to, improved benefits and rates of pay, but we've negotiated a special incentive for persons eligible for retirement, and we've negotiated special language in the unfortunate event of a plant relocation.

This new contract is the result of the tireless hard work of the bargaining committee, and with the unwavering support of you, the membership. A special thanks must go to both our President Roland Kiehne, and the Nationals representative Dawn Cartwright.

The year 2012 has been a busy one here at Vitafoam, business has improved and with that came new challenges, but it's nothing we can't overcome if we but try. Our culture of 'Safe Persons' that has developed here has helped and must be noted is a credit to everyone.

We will soon be entering into the Christmas and holiday season, no doubt a

time of distractions what with normal routines disrupted. Even happy, exciting times can be stressful, add to that the transition from fall into winter and the safety challenges inherent therein, we must all insure that we keep safety at the forefront at all times. This mindset should apply equally at work as well as at home. Stay safe everyone.

I'd like to take this opportunity to wish all Vitafoam and all of Local 112's members a very safe and happy Christmas season. <sup>Ⓐ</sup>



# STEVE SZEKELY BOMBARDIER WORKERS HEALTH & SAFETY ACTIVIST AWARD WINNER



Our own Steve Szekely recently won the Workers Health and Safety Activists Award so along with a hearty congratulations from us all, I thought a Q+A was in order.

**Q** Did you have any idea that you'd been put forward for this award?

**A** No, none whatsoever.

**Q** When you heard the list of nominees, where you surprised?

**A** I had no idea. They gather up names at the Workers Health and Safety Center based on suggestions for potential nominees within their area and I imagine Joe (Rudnick) put my name forward, but no way did they let me know.

When I saw the other three awardees and the impressive list of their accomplishments and attributes to the field, I was very impressed and honoured to be put alongside that caliber of people as my peers, and when that sunk in....

**Q** So when you won, a humbling moment to say the least.

**A** Absolutely, but as I've never been involved in this in the hopes of any accolades, but this all started as a grass roots thing based on my exposure to plastics shop. Once that knowledge ball began to roll I've always just wanted to make the workplace safer, but when your acknowledged like that, in front of your peers, it's humbling to say the least.

**Q** It must feel good to be recognized for something you bring so much passion to, especially by your peers.

**A** It puts things in perspective and really lets you know you're on the right path.

**Q** Do you find yourself reenergized by this recognition, or now feeling as if you have a lot to live up to?

**A** I would say both, in H+S for every step forward that you take, you're still never satisfied, but yes, thanks to Joe I guess I've got a lot to live up to. I didn't think I was worthy. But then again as I see each training session moves forward I'm eager to see the next one start and get the decisions made implemented. Also sometimes you get downtrodden and start to think you're not getting anywhere and then other people remind you of past accomplishments, and you know you are doing something right. 



## CLEAR BLUE SKY

Patrick Robinson, Editorial Committee

In this day of age, information has never been so easy to collect. With various technologies like cellular phones, computers, laptops, tablets, television and more, information is easily initiated by just literally a touch of a finger. With life never ceasing to be busy, it is hard for us to notice when we leave our dwelling on our way to work, but do we notice that the sky is blue?

I am very proud of my union and proud to be a member. Because of the hard work done by the union, I am able to enjoy a decent living with benefits. While there is always room for improvement, I have acknowledged that the union has brought more gains to my life, not only in the area of providing a living but in the training it provides for its members, the involvement in community projects, in industry studies, its involvement in fighting for the rights of all Canadians, involvement in being a government watchdog but more importantly is the sense of hope and unity

that it brings to its highest standing member, the membership at large. The sky is blue.

Brothers and Sisters for all the gains we have made they are those who will not stop at anything to strip us of them. Never has this attack been so prevalent where our union brothers and sisters are constantly being legislated back to work. And now with the Private Members Bill, Bill C377 hovering in the House of Commons to amend the Income Tax Act of Canada. This supposed Bill is to bring transparency to the union, which already is transparent with all it does because our highest standing member, our members at large, is the highest authority. This bill will make information available to the public on how the union spends its money, expose private information about our member's medical condition, and also includes how much their employers spend to provide medical benefits and more. Make no mistake: **this is a clear attack on us as blue collar workers.**

Rest assured our union is not taking this lightly. With our newly democratic merger of the CAW and the CEP (Communications, Energy and Paperworkers Union of Canada) we will be working with the Labour Congress and other unions and allies, to ensure our gains remain and that we can continue to fight for the rights of our members and the Canadian public. I implore you to get informed and get involved. Visit the CAW and Labour Congress websites. Talk to your elected officials and encourage them to press on.

Martin Luther King Jr. said in a quote "TRUTH CRUSHED TO EARTH WILL RISE AGAIN." The question is "Is the Sky Blue?" The sky appears blue because of a complex union of atmosphere, light waves, color of light and light in the air. Brothers and Sisters please take time to notice the blue sky. Take time to appreciate all the gains we have and stand firm is the union motto "all for one and one for all." 





# THE PLIGHT OF WAL-MART WORKERS AND THEIR FIGHT FOR DIGNITY

Maxine De Cunha, Union and Politics Committee Chair

**H**enry Ford, the founder of the Ford Motor Company, had a vision: mass production of inexpensive goods coupled with high wages for workers. Mr. Ford, who grew the middle class by paying twice the average wage, did so to enable his employees the purchasing power to buy his cars. By comparison, Wal-Mart is shrinking the middle class by paying poverty wages, effectively stripping workers of buying power outside of the company. This is NOT progress and is a dangerous precedent for all workers in all sectors.

Wal-Mart earns over \$15 billion per year in pure profit and pays its executives handsomely. In 2011, Chief Executive Officer Mike Duke earned \$18.1 million, making more money in one hour than an average Wal-Mart worker makes in one year. The Walton family, controlling over 48 percent of the corporation through stock ownership, does even better. Together, members of the Walton family are worth in excess of \$102 billion – which makes them one of the richest families in the world. Wal-Mart, whose net sales in 2011 were \$443.9 billion, pays its 1.4 million workers in the U.S. an average of \$8.81/hour. Eighty percent of Wal-Mart employees in North America use government assisted social programs to subsidize their income in order to feed their families.

Fed-up Wal-Mart associates, who are already struggling to survive, are frequently punished or fired for sticking together to address low wages, poor working conditions and erratic work schedules that do not provide enough hours to support a family or qualify them for benefits. The retail sector is the largest industry by employment in

North America and Wal-Mart's sheer scale in size means that its practices have an enormous impact on our country's labour, business, and employment climate.

It doesn't have to be this way. A recent study by Catherine Ruetschlin, a policy analyst at Demos, titled "Retail's Hidden Potential: How Raising Wages Would Benefit Workers, the Industry and the Overall Economy," shows that raising wages to \$25,000 per year for full-time retail workers at the nation's largest retail companies would result in improving the lives of more than 1.5 million retail workers and their families who are currently living in or hovering above poverty. A higher wage increase would create more purchasing power for retail workers, which would generate \$4 to \$5 billion in additional annual sales for the industry, keep prices low for shoppers, and create more than 100,000 jobs.

In recent weeks Wal-Mart workers across the US, along with support from many organizations ranging from labour unions to political and community groups, have united in protest of poor working conditions and poverty wages. Critics, politicians and activists have exposed the company as a corporate behemoth that puts profits above its workers and the neighbourhoods where it builds its stores. They have also complained that Wal-Mart hasn't taken responsibility for its impact on the environment, and that the company buys too many goods overseas therefore exploiting cheap labour, health and safety, and environmental policies. Even when presented with solid evidence, Wal-Mart continues to deny these facts.

What can we do to support the plight of Wal-Mart workers? They are asking for a global boycott of the store, indeed putting their jobs at risk, but hopefully send a strong message to the Corporation that their abusive policies will not be tolerated by consumers. Personally, I avoid shopping at Wal-Mart as often as I can, choosing to buy locally grown and/or produced goods. When you purchase at locally owned businesses rather than multi-nationals, more money is kept in the community because locally owned businesses often purchase from other local businesses, service providers and farms. It also reduces your environmental footprint, and customer service is usually much better because you are dealing with your neighbour and not an overseas operator who has been trained to dismiss your complaints and concerns. Purchasing local helps grow other businesses as well as the local tax base. This is not always an easy task, but with a little research, it can be accomplished. Business directories are useful sources of information on Canadian companies. The Industry Canada website has an up-to-date searchable database of thousands of Canadian businesses. Many municipal and regional governments publish a local directory through their economic development department and can also be found on their websites. The Canadian Trade Index offers searches by company name or product/service and you can access this directory on the website for free.

This Christmas, wherever possible, shop locally and keep your money in your community. Support your friends, neighbours and country and economy. And most importantly, support Wal-Mart workers. Ⓐ



# HOCKEY FOR CHARITY

I would like to take this opportunity to say thank you to all of our Local 112 members and those of Local 673 who participated in making the 2nd annual hockey challenge against the management staff association such a great success.

A very special thank you goes out to each and every sponsor, without whom this very special event most certainly could not occur. And not to be overlooked a special thank you also goes out to all those who volunteered their time and not inconsiderable effort, without you this would not be an easy task at all.

The charity event this year raised a total of \$12,000.00 for three great causes. The scholarship fund in the name of Brian Collier, The new Humber River Hospital, being constructed on the old Ministry Of Transport site. Which, while very conveniently located, we hope we never need the services of, and of course management's selection of the United Way

It was great to see the generosity of all the people who supported this charity fundraising event, it's truly heartwarming to know that you care.

This year's game featured a goodly number of great prizes, gifts and giveaways both before and during the game. This year's big hit was a new event where participants tried to get a puck, thrown from the stands, as close as possible to the center ice dot. It was quite the sight to see all these pucks raining down from the stands, and after an unbiased measurement our own Scotty McIlmoyle took first place. 2 tickets to anywhere that WestJet flies. So I imagine that next year with prizes like these we'll see even more of you out for such a great cause.

It is with this message of the Christmas Season I would like to encourage you to keep that spirit alive and donate to the charity of your choice, in this way you can directly help those less fortunate than yourself, and help keep their hopes alive with a better future to look forward to.

**In Solidarity**  
**Dan Alushi**



# RITY



# LOCAL 112 WELCOMES CUSCO WORKERS

Hugh Lynar, Editor

In a beautiful late November day I journeyed up to visit one of our newest units, Cusco, up in Richmond Hill. I had an all too brief chat with the acting plant chair, Paul Ledrew. It certainly is something of a success story as they're doing very well in both local and international sales.

Their success is in no small part due to the workforce I had the pleasure to meet. They seemed to be a very motivated and contented bunch, always a good sign, as the photo shows.

They've been in the Richmond Hill plant since about '69 and now they find themselves wedged a little tighter than they'd like. It never hurts to be too busy now does it? So I was left with the impression that they're really



looking forward to expanding both the size and location of the shop and, consequently, the workforce.

With a bright future ahead of them I'd like to welcome aboard one of our newest units to Local 112, Cusco! Ⓜ



## C'MON OUT AND HAVE SOME FUN

Dan Alushi, Recreation Committee

### Upcoming CAW Regional and National tournaments

*All dates are tentative and are subject to change and or cancellation due to participation.*

#### Regional TCRC Events

**10 Pin Bowling**  
Saturday, January 26, 2013  
Bramalea Lanes, Brampton

**Regional Golf Qualifier**  
Saturday, May 26, 2013  
Glen Eagle Golf Club, Bolton

**Texas Hold-Em Qualifier**  
Saturday, October 6, 2013 (site TBD)

#### National Events

**National 8 Ball Tournament**  
March 2013, Windsor

**10 Pin Bowling**  
March 23/24, 2013  
Leisure Lanes, Oshawa

**National Hockey**  
March 29/30, 2013  
Thorold Arena, Thorold

**National Trapshoot**  
May 4, 2013 (weekend)  
Waterdown Rod and Gun Club,  
Guelph

**National Golf**  
August 17, 2013  
Brooklea Golf Club, Midland

**National Indoor Volleyball**  
August or September, 2013  
Windsor

**Texas Hold-Em**  
November 2013, Midland

**National Curling Tournament**  
November 2013, Midland

**National Indoor Soccer**  
November 9, 2013  
Canlan Sports, Mississauga

On behalf of the Recreation Committee and all the volunteers who help out at various events I would like to wish everyone a very Merry Christmas and a Happy New Year. Ⓜ



# TWINKIE-EATING VULTURES - DON'T BLAME THE UNION FOR THE DEMISE OF HOSTESS, BLAME THE GREEDY OWNERS

**W**hat happens when vulture capitalism ruins a great company? The vultures blame the workers. The vultures blame the union. And vapid media outlets report the lie as “news”. That’s what’s happening with the meltdown of Hostess Brands Inc.

Americans are being told that they won’t get their Twinkies, Ding Dongs and Ho Hos because the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union ran the company into the ground.

But the union and the 5,600 Hostess workers represented by the union did not create the crisis that led the company’s incompetent managers to announce plans to shutter it. The BCTGM workers did not ask for more pay. The BCTGM workers did not ask for more benefits. The BCTGM workers did not ask for better pensions.

The union and its members had a long history of working with the company to try to keep it viable. They had made wage and benefit concessions. They adjusted to new technologies, new demands. They took deep layoffs — 20 per cent of the workforce — and kept showing up for work even as plants were closed. They kept working even as the company stopped making payment to their pension fund more than a year ago. The workers did not squeeze the filling out of Hostess. Hostess was smashed by vulture capitalists — a “management team that,” in the words of economist Dean Baker, “shows little competence and is rapidly stuffing its pockets at the company’s expense.”

Even as the company struggled, the 10 top Hostess executives pocketed increasingly lavish compensation packages. The Hostess CEO who demanded some of the deepest cuts from workers engineered a 300 per cent increase in his compensation package.

“Wall Street investors first came onto the scene with Hostess about a decade ago, purchasing the company and then loading it with debt. All the while, its executives talked of investments in new equipment, new research and new delivery trucks, but those improvements never materialized,” explains AFL-CIO president Richard Trumka.

“Instead, the executives planned to give themselves bonuses and demanded pay cuts and benefit cuts from the workers, who haven’t had a raise in eight years.

“In 2011, Hostess earned profits of more than \$2.5 billion, but ended the year with a loss of \$341 million as it struggled to pay the interest on \$1 billion in debt. This year, the company sought bankruptcy protection, the second time in eight years. Still, the CEO who brought on the latest bankruptcy got a raise while Hostess demanded that its workers accept a 30 per cent pay and benefits cut.”

When BCTGM workers struck Hostess, they did not do so casually. They were challenging abuses by a private-equity group — Ripplewood Holdings — that had proven its incompetence and yet continued to demand more money from the workers.

“When a highly respected financial consultant, hired by Hostess, deter-

mined earlier this year that the company’s business plan to exit bankruptcy was guaranteed to fail because it left the company with unsustainable debt levels, our members knew that the massive wage and benefit concessions the company was demanding would so straight to Wall Street investors and not back into the company,” recalled BCTGM president Frank Hunt, who described why the union struck Hostess rather than accept a demand from management for more pay and benefit cuts. “Our members decided they were not going to take any more abuse from a company they have given so much to for so many years,” Hunt explained. “They decided that they were not going to agree to another round of outrageous wage and benefit cuts and give up their pension only to see yet another management team fail and Wall Street vulture capitalists and ‘restructuring specialists’ walk away with untold millions of dollars.”

On Nov. 6, American voters rejected Mitt Romney and Bain Capitalism. But that didn’t end the abusive business practices that made Romney rich. They’re still wrecking American companies like Hostess.

Instead of blaming workers, Americans should be holding the incompetent managers to account and cheering on any and every effort to rescue Hostess from the clutches of the vulture capitalists.

John Nichols is Washington correspondent for The Nation.





# SPECIAL THANKS TO MY LOCAL UNION

Maurice Coulter, Chair, Retirees Chapter

*C* As I look back on the past year I give thanks for the many things I enjoy today. I give special thanks to my local union for the fact that I was able to maintain a job at the plant despite the fact that I was a woman, that I was able to receive equal pay for work of equal value pay increase, and now I have been a happy retiree for 23 years.

In 1988 we elected an environmental committee that would emphasize the necessity of protecting our environment. That work is still unfinished. We must all be aware that strong immediate action is necessary to protect our water and land. Having clean air and healthy drinking water is simply not an option, but necessities for our survival. With the oil pipeline being proposed across our country we must act now to insure the preservation of our rivers, lakes and forests. Protecting our water is priority number one.

Last week I received a letter from the post office saying they would be sending out water and hydro bills via the internet. I, and many seniors like me do not have this technology, or easy access to it. I was informed that we would have to pay an additional fee to receive them in the mail. Later on, I was reading in the newspaper that in the future, possibly within 25 years, there would be no newspaper, or no books either. Have I been around too long?

I am looking forward to spending a happy holiday season with my family, 4 children, 9 grandchildren and 17 great grandchildren

To all my Union brothers and sisters and their families I wish you a Merry Christmas, good health and happiness in the New Year. Ⓐ

## EVENTFUL TWELVE MONTHS

Terry Howes, Fred Schwertner, Mary Vukman, CAW Local 112 Trustees



*W*ith Local 112 celebrating our seventieth year of serving the membership, several noteworthy events have occurred in the past twelve months concerning your union; The most exciting of which was the CAW and CEP Constitutional Delegates approval on the amalgamation of our great unions. This historic merger will transpire sometime in 2013.

A total of seven different Bargaining Committees, within our local, have respectively negotiated and ratified Collective agreements at the De Havilland, SPAR, Cusco, Vita Foam, Hewitt, Toromont, and UTIL units.

Major union activities such as the family picnic in June and the Labour Day parade were a resounding success. The most anticipated upcoming events will

be in December with Local 112s' seventieth dinner/dance celebration on the 1st, and the annual retirees' luncheon which will be held the 13th.

We would also like to take a moment to extend a hearty welcome to both the Cusco and UTIL units, who have recently joined the Local 112 family.

The Trustees 2011 year-end and the first half of 2012 audits are now complete. Our appreciation goes to the entire hall staff, including the administrative assistant, Shan White, in being extremely helpful in completing this undertaking.

Take a moment sisters and brothers to reflect how fortunate we ALL are in this great country. Many unionized workers enjoy well -paying jobs, pensions, and outstanding benefits. All were fought

hard for! When you meet a retiree, take a moment and thank them personally for the contributions they've made to improve working conditions we all now enjoy.

In closing, just a reminder that as daylight retreats and the weather begins to deteriorate significantly, pedestrians are at a high risk of injury or a worse fate. When driving we all need to be more vigilant and cautious not only during the holiday season but at all times. Do take care and be aware of the increased difficulty in seeing pedestrians walking to their cars in parking lots, or crossing at intersections or on icy roadways.

May all of you have a Merry Christmas, a Happy New Year, and our warmest wishes for a safe and joyful time with your families over this festive season. Ⓐ





# CAUTION: CONSTRUCTION ZONE

Joe Rudnick, Health & Safety Representative, Bombardier

Dear Brothers and Sisters,  
Another year has come and gone. Over the past year you would have noticed quite a bit of construction and quite a bit of re-construction. I would like to thank everyone once again for your patience and co-operation through all of this work, especially during the latest asbestos removal. During this removal, we've managed to get the company to go above and beyond the legal requirements. Sometimes it's difficult to get everyone on board. You may have noticed during the Bay 4 construction that some disconnect occurred between safety and the rush for completion but with the persistence of myself and our Joint Health and Safety Committee, we've managed to keep focus on safety.

With the construction project in Bay 2

well under way, it first looked as though this would be a project to set standards by. Unfortunately, management dropped the ball and forgot about the completion of the project, not having everything into a proper place. This would have avoided the last two accidents. The crane that hit the ladder on the jig could have been avoided if they would have had the dead zone in place. Our Joint Committee pointed this out before workers were released to work on it.

The construction at the north end of bay 11 has not been forgotten. You're Joint Health and Safety Committee has been pushing relentlessly for some kind of noise abatement program.

I would like everyone to know that in the next little while there will be more construction going on, if we can all do our

part and stay on top of the safety issues, maybe the next project will be the one to set standards by.

On a more positive note, I would like to congratulate my alternate, Steve Szekely, for being this year's Workers Health and Safety Centre award recipient. We had many good candidates to choose from within our Local, but Steve's nomination stood out.

I would also like to thank our Joint Health and Safety Committee for another good year.

In closing, on behalf of Steve, myself and our families we would like to wish you a safe and Merry Christmas and a Happy New Year to you and yours over this holiday season. Ⓐ

# CHANGES AND CHALLENGES

Bob Hamilton, District 5 Committeeperson

It is difficult to write an article weeks before it will be read as things change around here almost daily. However it is not so hard looking back.

This year started a little differently with the anticipation of negotiations quickly coming in the spring. We expected a tough set of bargaining and they didn't disappoint. The company had all the usual demands with a number of tough issues added and remaining right to the midnight deadline. No one should play down the role you, the membership played, in bringing back a good collective agreement for these tough economic times. Your strength and tenacity, the threat of a potential work stoppage, along with a skilled bargaining com-

mittee, were the tools needed to deliver without a strike.

To see where we are going in the future you need look no further than in our zone here in bay 2. From one year to the next, the changes and improvements are staggering. Some of these, however, come with new challenges. The air quality is still an issue under dispute along with the volume of people and the congestion created. Our health and safety committee continues to work for improvements in these and other areas.

All years bring the inevitable. We seem to have lost an unusual number of members this year. Maybe we put it down to an aging workforce but most of those I am referring to had not even reached 60 years old yet. In fact two of our brothers

were still in their forties. We miss them and continue to think of their families at this time. We also miss those more than 50 brothers and sisters who chose to retire recently. Their contribution to the union and the workforce will not be forgotten. Hope we see them doing the Christmas tour around the plant. That is if the company hasn't cancelled that too!

For sure, 2012 was one for the history books and we expect 2013 will not disappoint. So on behalf of my alternate, Dan Alushi and myself, let me take this opportunity to wish each one of you and your families a Very Merry Christmas, all the best for the holiday season and a prosperous and Happy New Year. Ⓐ





## PRIVELIDGED TO BE A CAW COUNCIL DELEGATE

Nick D'Alicandro, Alternate Committeeperson, Zone 1

Dear Brothers and Sisters,  
By the time you are reading this edition of the Aircrafter we should be all well on our way getting ready for the Holiday Season. A time to reflect on all that has happened throughout this year — and a very busy year it was. I would like to take this opportunity to thank you all for your overwhelming support and electing me as one of the delegates representing Local 112 at CAW council. I will make a full report from Council in the next Aircrafter.

I would like to touch on an occurrence

that has taken place here at DH. This year we received news that the Holiday party was cancelled because of a spending freeze! Wow! I understand that sometimes we are faced with the need to cut on spending, but this was just brutal. I would summarize this as "the true face of greed". We didn't need a fancy dinner, or anything of that nature, but maybe with a little communication we could have all done something to put together a little Holiday celebration, which has been a tradition here for many, many years! Shame on you Bombardier!

But I don't want to be negative as the Season is upon us. On that note I would like to wish all a very Merry Christmas and a safe and Happy New Year, and a happy and safe Holiday for those who do not celebrate Christmas. Please remember not to be like "someone who we all know", and give to those less fortunate than us. Remember that if you are having a good time and feel like having an extra drink, don't get behind the wheel and drive, call a taxi!

See you all in the New Year. ⓐ

## A HEARTFELT THANK-YOU

I would like to take this opportunity to express my heartfelt gratitude to everyone who participated in the Bake Sale on Nov. 29th. I was overwhelmed when I was informed that you had all helped to raise \$5200 to help my family and I during this very difficult time. The money you generously donated will help us provide our son with the wonderful Christmas that he deserves. Words fail me when I try to express how grateful my family and I are to you. So I will simply say thank-you all so very much and wish you and your families a wonderful Christmas.

G.M.

## BIGGER AND STRONGER

Patrick Robinson Alternate Rep. Zone 3

As the holiday season is upon us we would like to extend a warm welcome again to our new brothers and sisters that have joined us this year. In the spirit of true brotherhood and sisterhood that the union has always stood for we are happy to have 2 new bargaining units who have recently joined our family here a local 112.

While 2012 has brought forth many challenges our local has continued to stand firm by nego-

tiating new contracts and securing a future for its members. We have also seen how the local stand firm on issues relating to our workplace and community such as our work with the United Way.

We would like to encourage our members to remember what is truly important this holiday season, having quality time with our loved ones while looking out for needs of those around us. Have a safe and wonderful season. ⓐ



# Luckier Than You Think Hugh Lynar

I had occasion to visit a local plating operation, very similar in concept to our own heat treat/chem process. I was getting something plated for an amplifier project that a friend and I are working on, and although they handle a wider variety of materials and coatings, it is in essence virtually the same as what we do here at dH/Bombardier.

That's where the similarities end, rather abruptly I might add. After meeting with the salesman, he learned I knew a great deal about what they do. This worked out exceedingly well for me—his original quote fell to less than half. He suggested we take a quick tour of the plant so he could show me the various colours that they were using. My original choice would take more time and cost, more due to having to mix a tank, but he was sure I would find something to my liking readily available.

He led the way and opened what is essentially a door you'd find in your house, like a closet door, not industrial in any way shape or form. And just like those eerie TV shows where the stranger leads you into another dimension, it happened to me. We were instantly teleported into a bad third world environment. A really, really, REALLY bad third world sweat shop.

I was hit with the smell of at least 7 different acids that I could identify, plus some underlying odors that are best left undescribed. There was a toxic miasma floating about 6 inches above my head, due in large part to the fact that there wasn't any ventilation. NONE! Not on the tanks, not in the room, not anywhere. Ok, that's not quite true, there was this store bought pedestal fan pointed, I assume, at a tank of really nasty lineage in an effort to blast it off in a safe direction. We were standing at the topmost center point of a 'T' shaped room, thus allowing me to, in a glance, witness things that still have me wondering, and on occasion shuddering. I imagine that they'd put the chemicals that were truly extra nasty at the ends of the 'T' for safety purposes. I saw colours floating in that mist that are not found in nature, or anywhere else for that matter—electric greens, atomic yellows and vile acidic blues.

I guess buddy must have noticed my immediate reluctance to venture further

as I froze, the prevalent thought going thru my head, looking at the workers standing there was 'Dead Men Walking'. The survival hindbrain was yelling RUN. I have never seen anything like that except in those dark future apocalyptic movies, and even they could take lessons from this place.

Having my needs exceed my fear I decided to quickly see what I had to see and leave. This, in hindsight, was not a bright idea as the stuff I passed left a lasting impression, but not as one long memory, rather those fragmented flashes that one gains watching an accident occurring on the highway right in front of you. Snap shots from hell essentially.

I remember the guy working the cadmium plating line, it functioned like those Tiny Tom donut makers, flipping the small parts from one tank to the next and I remember thinking that they could just rub the parts on the outside of the tank and get the same result! There was that much crap oozing malignantly down the sides.

There were no continuous dry patches on the floor so my concept of a straight in and out was shot by the dodging and weaving I did to avoid puddles of stuff that I feared would eat my safety shoes should I be unfortunate enough to splash thru. Stupidly I thought about the advantage of having an extra arm grow out my back, should I find myself mutating thru exposure. It would be handy when I was peeling away the radioactive skin that would at some point inconveniently start to slough off. Having an active imagination is not always a blessing as you can see.

During this rather fearful bob and weave I passed a 50 gal drum of what I think may have been hydrofluoric acid. Some poor unfortunate had placed it half on/half off of a low skid, at a 45 degree angle, popped the lid open, and jammed a heater system on the end of a sketchy extension cord running from God knows where, thru God knows what. What was bubbling into steam coming out the far side of the lid as they heated an acid of some sort left an interesting shade of green wafting into the atmosphere.

I passed 'filter presses' that're used to extract hexavalent chrome from various processes of plating. We used to have

these things here at dH/Bombardier, and it was decided a long time ago to stop using this system altogether. Not safe. Not good. And really inefficient. We just had the skeleton of the system lurking in the basement until it too was removed. Here however they had three of the things still functioning. Some poor sap was cleaning it out with basically a stick, poking away at something sorta dark brownish kinda goldish mostly hardened goop and collecting toxic waste in large low level open totes. And before you ask -no he wasn't even wearing safety glasses, let alone the gear required to survive. Oddly he was performing this near a kiln like heater. In my opinion it's only a matter of time before that ends really badly, and that little plating plant from hell finds itself in low orbit, boosted there on the flames of toxic horror.

I saw people not wearing safety glasses, not wearing respirators, hell not even a useless paper drywall filter mask. Not that it would do any good anyway. And all I can think is that they're all very very dead, most likely in the worst way possible.

I think they knew it too as demonstrated by the way they stood, shoulders drooping, a glazed 100 yard stare look on their faces, a slow unsteady shuffling motion. If you've seen a zombie movie/show, they bore a stark resemblance to the 'infected'.

I drove back home with the windows open, as my 2 minute 30 second exposure, (yes I timed it, fear don't cha know?) had left the overall smell of that place lingering for almost half an hour. Now I'm quite sure that some of you think I'm exaggerating for a good yarn, so the next time I'm going you can join me and we'll see if you'll even step in the door. My money's on not, but we'll see.

Now for the moral of the story: Although there's likely a good number of you that fear chemical processes here at dH/Bombardier, I want to assure you that for all intents and purposes our area would be considered hospital-class clean in comparison. And you need to remember that this was brought about by the tireless efforts of your health and safety teams, both past and present. I've seen what could be, and will be forever grateful to all those who stood up and said... 'No'. ⓐ



# CLIMBING KILIMANJARO

## Fred Schwertner, Bombardier Unit

*This past summer I marked off another item on my "bucket list"; climbing Mount Kilimanjaro! This is something that I have wanted to do for the past twenty years. It took over six months of planning, training and preparation to bring this dream I had to reality. Information the tour operator had provided stated that "no technical climbing experience would be required". Was I in for an awakening!*

Kilimanjaro is actually a giant strato-volcano, which began forming about a million years ago. Not only is it the highest mountain in Africa but also the tallest free standing mountain in the world (most peaks are part of a mountain range – including Everest) reaching an altitude of 5,896 metres. (19,336 ft.) It is in the African country of Tanzania near the northern border with Kenya. On average, more than 30,000 attempt to summit Kilimanjaro annually and not all are successful.

After a 19 hour flight, which included a layover in Amsterdam, I arrived at Kilimanjaro International Airport at 8PM the next day. Along with the required vaccination papers, it was necessary to pay a fee of \$50 US (ironically Americans pay \$100) for a visa before I could enter the country. I was met by my tour operator who would transfer me to the Arusha Hotel. Having no time to deal with my jet lag, early the next morning we would commence the six day journey that would take us to the summit of the highest mountain on the African continent.

### DAY 1

Day one began with a two hour shuttle from the hotel to The Machame gate. After a quick orientation, weighing of our gear, and registration, our group would hike six hours (18 KM) through a rain forest to the Machame camp at 3000 metres. (9900 ft.) Here is where the porters would set up camp for us and our first meal on the mountain was prepared. Registration would be the first of a daily requirement at every camp office. This was going to be a cakewalk I thought, but going from 25 degrees during the day to freezing the first evening was unexpected for being in the tropics in July.

### DAY 2

On day two we scaled another 850 metres (5 hrs. and 9 KM) to the Shira Camp. (12,850 ft.) A dramatic change occurred in the topography as we ascended from forest, then through heather to open moorlands. Upon entering the camp I was required to register again at the park office. A quick scan of the list of names brought me to the

realization that I was the oldest trekker on the mountain. Although anyone over the age of ten (children must be accompanied by an adult) can climb Mt. Kilimanjaro, most of the trekkers were between the age of twenty and thirty years. Maybe I should have done this fifteen years ago.

### DAY 3

As the air thins and the temperature continues to drop, ascending the mountain becomes increasingly arduous. The third days' 15 KM climb sees us travel from the Shira Camp to Barranco Camp via Lava Rock. This is a day where we acclimate at an altitude of 4,600 metres (15,180 ft.) for several hours before descending back to 3,900 metres (12,850 ft.) My guide, Charles Ally, a veteran of 25 climbs, had been observing me on how I was reacting to the change in altitude. Nausea and headaches are telltale signs that altitude sickness is apparent – fortunately I did not display either symptom. Although I had twisted my knee on some loose shale I encountered during the descent to Barranco camp, my guide was confident I would be able to attempt the summit the following evening. I would now be, for the rest of the trek, in almost constant pain.

### DAY 4

Assurances that climbing Kilimanjaro was a relatively easy non-technical climb were shattered the fourth day. I awoke that morning to a foreboding 700 foot "steep ridge" called the Barranco wall – I prefer to call it a virtual





cliff. Fortunately, I only had to carry my daypack. What amazed me was the dexterity of the porters that carried everything from camping gear, kitchen/food supplies, water, to my duffle bag balanced on their heads up that same precipice. Although twenty kilometres, the estimated twelve hour climb took us the better part of the day to reach the inhospitable Barafu Camp. Normally, this "hike" is split in two with an overnight stay at the Karanga Camp but I had chosen the six day and not the seven day route. At this altitude of 4600 metres (15,200 ft.) the terrain is alpine dessert and dehydration is a constant threat. My daily intake of 1½ to 3 litres of water was important although both my ability to sleep and appetite had diminished as I continued my ascent.

### THE SUMMITT ATTEMPT

The ascent would begin at 11:30 PM and would require an arduous eight hour hike in order to reach the summit. While waiting for my guide to arrive to begin the all night climb, I took a moment to observe the crystal clear evening sky above. Being so far above the cloud line afforded me the rare privilege of viewing the Milky Way in such vivid detail. It remains one of my favourite memories. The winter gear I would normally wear during a typical Canadian winter in January proved to be no match for the minus forty degree temperatures and high winds. A mild case of frost bite was evident on my toes and I needed a month to get the feeling back in my fingertips. The challenge of having to exceed the threshold of what I thought was my physical and mental limits were something I never anticipated. Hour after hour of climbing a 3,000 foot ridge with a path consisting of narrow switchbacks was a

formidable task. One misplaced step... This was no longer fun! I couldn't go back – I must go forward! It was unusual to feel isolated amongst so many individuals. It was surreal to look above and below me and see hundreds of lights, each one worn by a climber attempting to achieve the same objective as me. After passing Stella point at 18,650 feet I would continue to traverse the rim of this volcano for another hour and a half before I reached the summit at Uhuru Peak. Who would believe that one would encounter snow so close to the equator. The majestic sunrise above the cloud line was like none I had experienced before. A few sub-par photos from a half frozen camera and a brief celebration with other trekkers and I was now on the way down; Just came to the realization that I was only at the half way point in my journey.

### DAY 5

The final half of the fifth day would be even more challenging. Descending Kilimanjaro proved to be the most agonizing part on both the legs and particularly my feet. The first three hours were spent just getting back to Barafu Camp. We did not take the same switchback route I had climbed but slid down the

mountain on loose shale adjacent to the path. After a two hour respite, we would then continue hiking for another six hours, over a heavily rutted terrain consisting of boulders, and loose shale known as the Mweka route, to our next camp site at 3100 meters. There was no time to enjoy the scenery as I had to look down and measure every step I took. One mistake and I would sprain an ankle or twist my knee. Eventually when I would depart for my return flight home I witness numerous would be trekkers in wheel chairs sporting leg or ankle casts. In less than 18 hours, I would climb and descend more than 30 kilometres and traverse over 4,200 metres. I was one of the last hikers to enter camp and register with only a half hour to spare before sunset. To say the least, I had the best night of sleep of the entire trek.

### DAY 6

On the sixth day I would witness a fellow climber being evacuated off the mountain due to altitude sickness. He was strapped to a single wheeled gurney better known to the locals as the "Kili taxi". It must have been an uncomfortable trip for this patient as every rock, tree root, and pot hole was encountered by the bearers. Although the success rate for summiting Kilimanjaro is high, many succumb to altitude sickness or various injuries – a few can meet a far worse fate. I would continue my five hour and 15 kilometer descent, through moorland then rain forest again, from Mweka Camp to the park gate at 1700 metres. All that remained was to tip the Guide, cook, and porters then register for the final time at the park office and pick up my official certificate for successfully climbing Kilimanjaro. A two hour ride back to the Arusha Hotel concluded with a desperately needed shave, shower, and extended sleep. I would have the following day off before my African safari would start...but that's another story. ⓐ



# BILL C-377

Dear members,

As you may be aware, a destructive bill is currently making its way through Parliament. Bill C-377, An Act to amend the Income Tax Act, is part of the Conservative government's efforts to weaken the ability of workers to collectively defend our own interests.

Bill C-377, sponsored by Conservative MP Russ Hiebert, aims to force labour organizations to disclose a significant amount of financial and sensitive information. This bill does not mention that unions, as democratic organizations, already disclose their financial statements to their members.

CEP and CAW, along with our allies in the labour movement, have strongly opposed this bill on the basis that it will create unnecessary red tape, be very expensive, and expose individuals to breaches of privacy. The Canada Revenue Agency has reported that the bill would cost \$10.1 million just to set up and \$2 million per year to operate.

The Labour Critic for the New Democratic Party of Canada (NDP), Alexandre Boulerice, is collecting signatures for a petition to oppose Bill C-377. We encourage you to sign his petition and to share it to your networks, friends and allies.

**Sign the petition on-line at: [www.change.org](http://www.change.org)**

For your information, here are some reading materials that provide context on Bill C-377.

For the CEP submission to the House of Commons Standing Committee on Finance on Bill C-377, go to <http://www.cep.ca/en/publications/submission-bill-c-377>

For a CEP article on bill C-377: Another Conservative attempt to disarm political opponents, go to <http://www.cep.ca/en/news/in-the-news/c-377-another-conservative-attempt-disarm-political-opponents>

In solidarity,

Dave Coles  
National President  
CEP

Ken Lewenza  
National President  
CAW





KEN LEWENZA  
*National President*  
*Président national*

JEAN PIERRE FORTIN  
*Quebec Director*  
*Directeur québécois*

PETER KENNEDY  
*National Secretary-Treasurer*  
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## **CAW STATEMENT ON "THE INTERNATIONAL DAY OF PERSONS WITH DISABILITIES" DECEMBER 3RD**

Working people understand that we don't live in a fair society and this lack of fairness extends to our workplaces as well. Discrimination based on disabilities is a daily reality and we have a responsibility to confront it.

Our communities and our workplaces are designed with a fictitious "normal person" in mind, as if having a disability weren't in fact, normal.

Most of us though, will require some kind of accommodation at some point in our lives. When we do, we will need supports in place – we will need job security, we will need the assurance that we won't be thrown out on to the scrap heap, we will need medical coverage, and we will need time off. These are the things we fight for. If we are seeking employment, we want assurances that we won't be stereotyped -or not hired – because of our disability.

As trade unionists, we take a working-class perspective on disability. People with disabilities need and deserve meaningful work – we all need to feed our families and we all deserve to be treated with respect and dignity. We will not allow our worth as people to be measured by how much we contribute to the GDP or the bottom line, or how well we fit the mould.

The annual observance of the International Day of Persons with Disabilities was proclaimed in 1992, by the United Nations General Assembly. The aim is to promote an understanding of disability issues and mobilize support for the dignity, rights and well-being of persons with disabilities. It also seeks to increase awareness of gains to be derived from the integration of persons with disabilities in every aspect of economic, political, social, and cultural life.

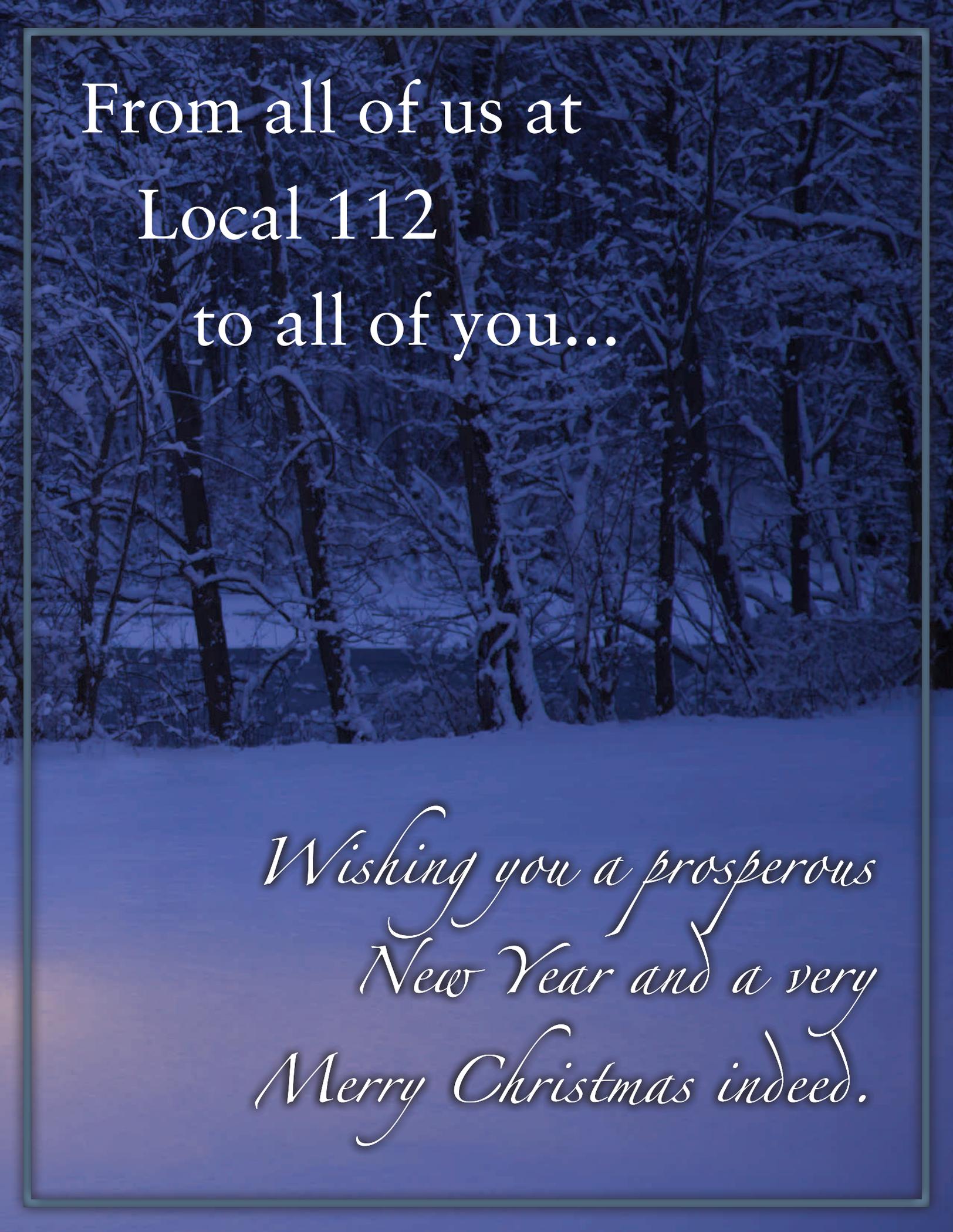
The denial of opportunities and negative attitudes are the main reasons people with disabilities are disproportionately absent from the workforce. CAW negotiates 'Employment Equity language' to ensure the equality of access, differently able people need and deserve. Employers often resist employing a person with disabilities believing they will be unable to perform their roles and/or that it would be too expensive. This attitude is rooted in fear and stereotyping, focusing more on the disability than on the abilities of the individual.

Evidence and experience shows that when barriers to inclusion are removed, persons with disabilities are empowered to participate fully in societal life and their entire community benefits. Barriers faced by persons with disabilities are, therefore, detrimental to us all.

CAW demands that the Government of Canada fully implement the United Nations Convention on the Rights of Persons with Disabilities. Canada signed onto the Convention in 2009, yet has taken few steps to implement this human-rights-treaty.

The commemoration of International Day of Persons with Disabilities provides an opportunity to address this exclusion by focusing on promoting accessibility and removing all types of barriers in society to ensure that persons with disabilities can exercise their human rights and play their full part in the economic, political, social and cultural lives of their communities.





From all of us at  
Local 112  
to all of you...

*Wishing you a prosperous  
New Year and a very  
Merry Christmas indeed.*